

## Fee Schedule

1898 & Co.'s bench strength offers maximum flexibility to ensure the right talent mix to ensure your success.

### Resource Management

1898 & Co. maintains a strong bench of talent from across the U.S. to fulfill our obligations to clients. City of Aurora will have access to that entire bench of resources as they are needed on a task order basis. Being a part of one team, we will provide a seamless transition of knowledge between activities, as needed, to minimize the transition time.

Successful execution of the scope of work will require a unique mix of resources that cannot be determined up front. 1898 & Co. will work with City of Aurora personnel to understand each task order, the unique skill sets required to execute the defined work package flawlessly and bring forward the right resources every time. With over 50 skilled security professionals on staff, in addition to the bench strength of our subcontractors, any number of task orders can be fully executed.

### Trusted Partners

As we discussed during the interview phase, our consultancy is not interested in a transactional relationship with clients. Instead, we seek clients who desire more of a collegial relationship, and who is seeking a trusted partner mutually invested and willing to help them grow from the current state to their desired end state. We support our clients throughout the process, and we are committed to meeting (and exceeding) our shared goals.

### Timeline

When City of Aurora decides to proceed with authorization to 1898 & Co. for the completion of the services described within a specific task order, our project team will be prepared to initiate the assignment immediately. 1898 & Co. is prepared to complete the work within a schedule acceptable to City of Aurora and agreed to prior to notice to proceed and execution of the order.

### Rate Structure

1898 & Co. leverages a two-level rate structure to balance the business value provided by each resource. Advisory services are those roles that demand a skill set that requires a longer career to achieve but provides insights from multiple market verticals as well as a long history of successful projects. Technical services, from our

senior most consultants to new additions to the cybersecurity workforce, are more tightly aligned to the specific tasks to be executed as part of a task order.

1898 & Co. will generally submit Task Order pricing as firm fixed fee engagements.

### Key Personnel

| Title                | Hourly Rate <sup>1</sup> |
|----------------------|--------------------------|
| Analyst              | \$124 – Technical        |
| Lead Analyst         | \$169 – Technical        |
| Consultant           | \$196 – Technical        |
| Senior Consultant    | \$237 – Technical        |
| Manager              | \$237 – Advisory         |
| Director             | \$242 – Advisory         |
| Managing Director    | \$245 – Advisory         |
| Principal Consultant | \$245 – Advisory         |

<sup>1</sup> All rates will be reviewed annually for cost of living adjustments.

| DESCRIPTION                                 | ESTIMATED COST <sup>3</sup> |
|---|-----------------------------|
| Phase 1: Project Data Review                | <b>89,989</b>               |
| Phase 2: Detailed Design & Planning         |                             |
| Phase 3: Implementation <sup>1 2</sup>      |                             |
| Phase 4: Governance, Documentation & Policy |                             |

<sup>1</sup>Implementation phase does not assume or include technology acquisition costs. Any additional cost associated with technology acquisition requires a change order.

<sup>2</sup>Includes implementation support, not to exceed 100 hours

<sup>3</sup>All requisite travel expenses for Phases 1 – 4 are included in the Estimated Cost above. This includes roundtrip airfare, lodging & meals, transportation and any other incidental costs. Any Travel related expenses associated with future additional scope to be billed separately.

### Up-front Investment – Block of Hours Provided at Zero Cost to Aurora

1898 & Co. Critical Infrastructure Cybersecurity, Risk & Reliability has decided to provide an one-time, upfront investment of senior level consultant hours into the City of Aurora Critical Infrastructure Cybersecurity project at zero cost to the city in order to show our level of commitment and interest in being a part of the City of Aurora Smartest City and 605 Innovation District story.